

# **GHA Player Pathway Report**

## **March 2023**

James Doughty & Helen Jefferies

### **2022 - 2023 Season Summary**

- The season for County Hockey ended on the 27th March, culminating in matches versus Stourport Talent Academy on 20th and 27th March (girls and boys respectively).
- The indoor sessions have been a success and we will continue with them next season and extend them to the Development Squad players
- U13/U14 Development v U13 County matches were a success showing very fine margins between the players in different tiers.
- U12 Development Centre is scheduled for 16th and 30th April - so far 77 players have registered and paid (28 boys and 45 girls) - this is down from the 107 players nominated last season, which is good.
- We successfully transitioned all squads to new playing shirts. This was very well managed by the Stick Club, our thanks go to them for this.

### **2023 - 2024 Season Planning**

- Over the summer, England Hockey will replace the Player Pathway System with a customised Club Buzz application. Testing is due to finish on 30th March and a smooth transition is theoretically possible. The new application will, in theory, simplify several processes that are currently time consuming to manage and the transition will impact on providing feedback to players this season using the existing system. Thanks to Shaun for setting up GoCardless and Stripe.
- The schedule for next season is complete and attached to this report in summary format. We will be losing at least one lead coach, possibly two. We are currently short of a lead coach for U15 boys and U16/U17 boys - it is possible that we will run separate squads for them next season. We welcome the application by clubs to financially help their coaches qualify if those coaches come to coach at county sessions.
- We have done a financial forecast for next season which is attached to this report. We will be putting the price of Development training up to £50 for the season and County training up to £90 for the season. This works out at less than £5 per hour of coaching per player.
- We are engaged with Stourport Talent Academy and have offered them pitch time on the warm-up astroturf alongside all of our U15 to U17 sessions throughout the season and we hope to repeat the matches v the Talent Academy at the end of the season.
- It is too early to tell how successful Talent Academies will be.

## **Succession Planning**

In the next couple of seasons, James and Helen will start to step away from Player Pathway administration responsibilities. This means that the transition to a new person(s) will start sooner rather than later so that there is a seamless transition if possible. Clearly, it is difficult to find volunteers who will take on the amount of work that James and Helen do for the Player Pathway.

A slightly different approach is to consider using someone on a different continent with different financial circumstances. One such person is Jhona who is based in the Philippines; Jhona has been working on a contract basis for James since 2015 on a variety of projects, but mainly as administrative support in the business that he co-owns. See attached profile for Jhona.

The Player Pathway Administrators would like to utilise some of Jhona's time to help with the transition to the new system and then to help with some of the more time consuming tasks.

Jhona costs \$6 per hour and we have done a very very rough estimate of an hour a day for 220 days which is about £1,100. This cost would be offset against James' and Helen's fees, depending on the work that Jhona does. The new Club Buzz system looks like it can restrict access to sensitive personal data quite effectively so it doesn't look like there is a GDPR issue.

Jhona would be paid via PayPal and we propose that Gloucestershire would pay the transaction fees.

If this works then there is no reason why Jhona couldn't help with In2Hockey and school tournaments.

We believe that using this approach would enable Gloucestershire based people to spend more time leading and managing rather than doing.

## **Finance Matters**

We propose that GHA pays for DBS checks and CPD (such as First Aid Training) for the 2022-2023 season and as a matter of course going forward.

## **Other Matters**

We have been approached by GoCreate to pilot their new Performance Coaching App - we will be discussing this with the lead coaches over the summer and will come back to Committee with a recommendation. At first glance, it looks like it might be a useful supplement to our coaching resources, providing the costs are affordable.

We propose that hockey related businesses can apply to become Non-Voting Members of GHA as per the provision of section 3.8 in the Constitution. We believe that this would bring the strong hockey community a little closer together - examples would include The Stick Club, GoCreate, Hockey Fever - all of these businesses are supporting GHA in one way or another.

GHA Youth Coordinators  
James Doughty & Helen Jefferies